



SACHI A. HAMAI
Chief Executive Officer

County of Los Angeles CHIEF EXECUTIVE OFFICE

Kenneth Hahn Hall of Administration
500 West Temple Street, Room 713, Los Angeles, California 90012
(213) 974-1101
<http://ceo.lacounty.gov>

"To Enrich Lives Through Effective And Caring Service"

Board of Supervisors
HILDA L. SOLIS
First District

MARK RIDLEY-THOMAS
Second District

SHEILA KUEHL
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

January 19, 2016

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012

Dear Supervisors:

ADOPTED

BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

9 January 19, 2016


PATRICK OGAWA
ACTING EXECUTIVE OFFICER

**AMENDMENT NUMBER THREE TO EXTEND THE CONTRACT
WITH THE COMPENSATION, EMPLOYEE BENEFITS, AND ACTUARIAL SERVICES
CONSULTING PANEL
ALL DISTRICTS
(3 VOTES)**

SUBJECT

To exercise the option to extend the contracts with nine consulting firms for an additional six-month term, effective February 15, 2016, for specialized compensation, employee benefits, and actuarial consulting services. These consultants are selected from a panel of firms with specific expertise and experience for particular projects by the Chief Executive Office (CEO) and the Department of Human Resources (DHR).

IT IS RECOMMENDED THAT THE BOARD:

1. Approve the attached Amendment Number Three with nine consulting firms for use as needed to provide compensation, employee benefits, or actuarial consulting services.
2. Instruct the Chair of the Board of Supervisors to execute the agreements.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

This recommendation provides a successor panel of compensation, employee benefits, and actuarial services consultants to advise CEO and DHR regarding non-routine salary and employee benefits issues which may have significant countywide impact. As you may recall, the Board initially approved this three-year contract to commence on February 15, 2011, with a provision for two one-year extensions and six month-to-month extensions. Since that time, the Board approved two one-

year extensions with the second extension ending February 14, 2016. Given the impending contract ending date, we are recommending that the Board approve a six-month period extension to commence on February 15, 2016 through and including August 14, 2016. The CEO is preparing to issue a Request for Statement of Qualifications (RFSQ) to establish a qualified pool of compensation, employee benefits, and actuarial services consultants and have a proposed new master agreement before the Board prior to the expiration of this six-month extension.

Implementation of Strategic Plan Goals

The recommended action requested herein supports the County's Strategic Goal 1, Operational Effectiveness/Fiscal Sustainability by effectively managing County resources. The contractors will provide the necessary information and expertise to enable the County to make compensation and benefits recommendations that are fiscally prudent and sustainable.

FISCAL IMPACT/FINANCING

Each contract provides for compensation on an hourly time and expense basis at the rates specified in each contract. Costs associated with the proposed amendments will be incurred only when work is assigned to panel members by CEO or DHR. Aggregate costs incurred by CEO and DHR were approximately \$54,000 for the last fiscal year. While we do not know specific services that will be needed over the course of this agreement, it is reasonable to assume future costs will be commensurate with past costs. Funding for these services has been included in the County Budget for Fiscal Year 2015-16. Future funding will be requested during the Fiscal Year 2016-17 Budget process as necessary for the term of this extension.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

A list of the nine firms comprising the proposed panel is contained in Attachment A. The Chief Executive Officer or Director of Personnel may individually assign work on an as-needed basis to any of the firms in the panel. The nature of the work may vary significantly from project-specific assignments to day-to-day advice and commentary, including consultation on short notice.

The contracts with the consulting panel provided an initial three-year term beginning February 15, 2011, and provided for two one-year extensions and six month-to-month extensions thereafter. County Counsel has approved the proposed amendments as to form.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

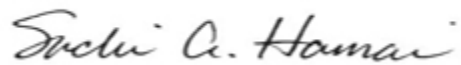
Approval of the proposed contract amendments for the panel of consultants will provide the technical expertise required for the ongoing administration of the County's existing compensation and employee benefit programs.

The Honorable Board of Supervisors

1/19/2016

Page 3

Respectfully submitted,

A handwritten signature in cursive script that reads "Sachi A. Hamai".

SACHI A. HAMAI

Chief Executive Officer

SAH:JJ:MTK

NV:TL:mst

Enclosures

c: Executive Office, Board of Supervisors
County Counsel
Human Resources

PANEL OF CONTRACTORS

Firm	Area(s)
Aon Consulting, Inc.	Compensation, Employee Benefits, Actuarial Services
Buck Consultants, LLC	Compensation, Employee Benefits, Actuarial Services
CPS HR Consulting	Compensation
Gallagher Benefits Services, Inc.	Compensation
Hay Group, Inc.	Compensation, Employee Benefits, Actuarial Services
Pinnacle Actuarial Resources, Inc.	Actuarial
Reward Strategy Group	Compensation
The Segal Company	Compensation
The Unisource Group, Inc.	Employee Benefits

**CONTRACT BETWEEN
COUNTY OF LOS ANGELES
AND
AON CONSULTING, INC.
FOR
COMPENSATION, EMPLOYEE BENEFITS
AND ACTUARIAL CONSULTING SERVICES
(Contract No. 77473)**

AMENDMENT NO. 3

WHEREAS, on February 15, 2011, the County of Los Angeles, hereinafter referred to as County, entered into a contract with Aon Consulting, Inc., hereinafter referred to as Consultant, for compensation, employee benefit administration, and actuarial services;

WHEREAS, Section 4.0, "Term of Contract" of the aforementioned contract, gives the County the option to extend this Contract term for up to two (2) additional one-year periods and six (6) month to month extensions beyond February 14, 2014, the expiration date of the initial term, at the sole discretion of the County Chief Executive Officer (CEO);

WHEREAS, the County exercised its first option to extend the term of this Contract for one additional year, commencing on February 15, 2014, and continuing to and including February 14, 2015;

WHEREAS, the County exercised its second option to extend the term of this Contract for one additional year, commencing on February 15, 2015, and continuing to and including February 14, 2016; and

NOW, THEREFORE, it is agreed between the parties that the Contract shall be amended as follows:

1. **This Amendment No. 3 shall commence and be effective on February 15, 2016.**

2. **SECTION 4.0 TERM OF CONTRACT, subsection 4.2, shall be deleted in its entirety and replaced with the following:**

"4.2 The County shall have the sole option to extend this Contract term for up to two additional one-year periods and six (6) month to month extensions, for a maximum total Contract term of five years and six months. Each such option and extension shall be exercised at the sole discretion of the CEO.

The County exercised its first option to extend the term of this Contract for one additional year, commencing on February 15, 2014, and continuing to and including February 14, 2015.

The County exercised its second option to extend the term of this Contract for one additional year, commencing on February 15, 2015, and continuing to and including February 14, 2016.

The County exercises its third option to extend the term of this Contract for a six-month period, commencing on February 15, 2016, and continuing to and including August 14, 2016.”

- 3. Except as modified by this Amendment No. 3, all terms and conditions of the contract shall remain in full force and effect.**

IN WITNESS WHEREOF, Consultant has executed this Contract, or caused it be duly executed and the County of Los Angeles, by order of its Board of Supervisors has caused this Amendment No. 3 to be executed by the Chair of the Board and attested by the Executive Officer-Clerk of the Board of Supervisors thereof, the day and year first written above.

CONSULTANT: Aon Consulting, Inc.

COUNTY OF LOS ANGELES

By Brian M. Fern
Brian M. Fern, Vice President - Legal

By Hilda F. Solis
Chair, Board of Supervisors

ATTEST:

PATRICK OGAWA
Acting Executive Officer
Board of Supervisors

I hereby certify that pursuant to
Section 25103 of the Government Code,
delivery of this document has been made.

PATRICK OGAWA
Acting Executive Officer
Clerk of the Board of Supervisors

By Lachelle Smitherman
Deputy

JAN 19 2016

By Lachelle Smitherman
Deputy

JAN 19 2016

APPROVED AS TO FORM:

MARY C. WICKHAM
County Counsel

By Richard D. Bloom
RICHARD D. BLOOM
Principal Deputy County Counsel



ADOPTED
BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

9

JAN 19 2016

Patrick Ogawa
PATRICK OGAWA
ACTING EXECUTIVE OFFICER

77473
Supplement No. 3

**CONTRACT BETWEEN
COUNTY OF LOS ANGELES
AND
BUCK CONSULTANTS
FOR
COMPENSATION, EMPLOYEE BENEFITS
AND ACTUARIAL CONSULTING SERVICES
(Contract No. 77474)**

AMENDMENT NO. 3

WHEREAS, on February 15, 2011, the County of Los Angeles, hereinafter referred to as County, entered into a contract with Buck Consultants, hereinafter referred to as Consultant, for compensation, employee benefit administration, and actuarial services;

WHEREAS, Section 4.0, "Term of Contract" of the aforementioned contract, gives the County the option to extend this Contract term for up to two (2) additional one-year periods and six (6) month to month extensions beyond February 14, 2014, the expiration date of the initial term, at the sole discretion of the County Chief Executive Officer (CEO);

WHEREAS, the County exercised its first option to extend the term of this Contract for one additional year, commencing on February 15, 2014, and continuing to and including February 14, 2015;

WHEREAS, the County exercised its second option to extend the term of this Contract for one additional year, commencing on February 15, 2015, and continuing to and including February 14, 2016; and

NOW, THEREFORE, it is agreed between the parties that the Contract shall be amended as follows:

1. **This Amendment No. 3 shall commence and be effective on February 15, 2016.**
2. **SECTION 4.0 TERM OF CONTRACT, subsection 4.2, shall be deleted in its entirety and replaced with the following:**
 - "4.2 The County shall have the sole option to extend this Contract term for up to two additional one-year periods and six (6) month to month extensions, for a maximum total Contract term of five years and six months. Each such option and extension shall be exercised at the sole discretion of the CEO.

The County exercised its first option to extend the term of this Contract for one additional year, commencing on February 15, 2014, and continuing to and including February 14, 2015.

The County exercised its second option to extend the term of this Contract for one additional year, commencing on February 15, 2015, and continuing to and including February 14, 2016.

The County exercises its third option to extend the term of this Contract for a six-month period, commencing on February 15, 2016, and continuing to and including August 14, 2016.”

3. **Except as modified by this Amendment No. 3, all terms and conditions of the contract shall remain in full force and effect.**

IN WITNESS WHEREOF, Consultant has executed this Contract, or caused it be duly executed and the County of Los Angeles, by order of its Board of Supervisors has caused this Amendment No. 3 to be executed by the Chair of the Board and attested by the Executive Officer-Clerk of the Board of Supervisors thereof, the day and year first written above.

CONSULTANT: Buck Consultants

COUNTY OF LOS ANGELES

By *Robert Burnell*
Robert Burnell – Local Practice Leader, Principal

By *Hilda F. Solis*
Chair, Board of Supervisors

ATTEST:

PATRICK OGAWA
Acting Executive Officer
Board of Supervisors

I hereby certify that pursuant to
Section 25103 of the Government Code,
delivery of this document has been made.

PATRICK OGAWA
Acting Executive Officer
Clerk of the Board of Supervisors

By *Lachelle Smitheman*
Deputy JAN 19 2016

By *Lachelle Smitheman*
Deputy JAN 19 2016

APPROVED AS TO FORM:

MARY C. WICKHAM
County Counsel

By *Richard D. Bloom*
RICHARD D. BLOOM
Principal Deputy County Counsel



ADOPTED
BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

9

JAN 19 2016

Patrick Ogawa
PATRICK OGAWA
ACTING EXECUTIVE OFFICER

77474
Supplement No. 3

**CONTRACT BETWEEN
COUNTY OF LOS ANGELES
AND
CPS HR CONSULTING
FOR
COMPENSATION, EMPLOYEE BENEFITS
AND ACTUARIAL CONSULTING SERVICES
(Contract No. 77475)**

AMENDMENT NO. 3

WHEREAS, on February 15, 2011, the County of Los Angeles, hereinafter referred to as County, entered into a contract with CPS HR Consulting, hereinafter referred to as Consultant, for compensation, employee benefit administration, and actuarial services;

WHEREAS, Section 4.0, "Term of Contract" of the aforementioned contract, gives the County the option to extend this Contract term for up to two (2) additional one-year periods and six (6) month to month extensions beyond February 14, 2014, the expiration date of the initial term, at the sole discretion of the County Chief Executive Officer (CEO);

WHEREAS, the County exercised its first option to extend the term of this Contract for one additional year, commencing on February 15, 2014, and continuing to and including February 14, 2015;

WHEREAS, the County exercised its second option to extend the term of this Contract for one additional year, commencing on February 15, 2015, and continuing to and including February 14, 2016; and

NOW, THEREFORE, it is agreed between the parties that the Contract shall be amended as follows:

1. **This Amendment No. 3 shall commence and be effective on February 15, 2016.**

2. **SECTION 4.0 TERM OF CONTRACT, subsection 4.2, shall be deleted in its entirety and replaced with the following:**

"4.2 The County shall have the sole option to extend this Contract term for up to two additional one-year periods and six (6) month to month extensions, for a maximum total Contract term of five years and six months. Each such option and extension shall be exercised at the sole discretion of the CEO.

The County exercised its first option to extend the term of this Contract for one additional year, commencing on February 15, 2014, and continuing to and including February 14, 2015.

The County exercised its second option to extend the term of this Contract for one additional year, commencing on February 15, 2015, and continuing to and including February 14, 2016.

The County exercises its third option to extend the term of this Contract for a six-month period, commencing on February 15, 2016, and continuing to and including August 14, 2016."

3. **Except as modified by this Amendment No. 3, all terms and conditions of the contract shall remain in full force and effect.**

IN WITNESS WHEREOF, Consultant has executed this Contract, or caused it be duly executed and the County of Los Angeles, by order of its Board of Supervisors has caused this Amendment No. 3 to be executed by the Chair of the Board and attested by the Executive Officer-Clerk of the Board of Supervisors thereof, the day and year first written above.

CONSULTANT: CPS HR Consultants

COUNTY OF LOS ANGELES

By 
Gerald Greenwell, CEO

By 
Chair, Board of Supervisors

ATTEST:

PATRICK OGAWA
Acting Executive Officer
Board of Supervisors



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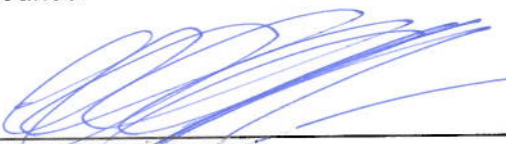
PATRICK OGAWA
Acting Executive Officer
Clerk of the Board of Supervisors

By 
Deputy
JAN 19 2016

By 
Deputy
JAN 19 2016

APPROVED AS TO FORM:

MARY C. WICKHAM
County Counsel

By 
RICHARD D. BLOOM
Principal Deputy County Counsel

ADOPTED
BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

9 JAN 19 2016


PATRICK OGAWA
ACTING EXECUTIVE OFFICER

77475 Supplement No. 3

**CONTRACT BETWEEN
COUNTY OF LOS ANGELES
AND
GALLAGHER BENEFITS SERVICES, INC.
FOR
COMPENSATION, EMPLOYEE BENEFITS
AND ACTUARIAL CONSULTING SERVICES
(Contract No. 77476)**

AMENDMENT NO. 3

WHEREAS, on February 15, 2011, the County of Los Angeles, hereinafter referred to as County, entered into a contract with Gallagher Benefits Services, Inc., hereinafter referred to as Consultant, for compensation, employee benefit administration, and actuarial services;

WHEREAS, Section 4.0, "Term of Contract" of the aforementioned contract, gives the County the option to extend this Contract term for up to two (2) additional one-year periods and six (6) month to month extensions beyond February 14, 2014, the expiration date of the initial term, at the sole discretion of the County Chief Executive Officer (CEO);

WHEREAS, the County exercised its first option to extend the term of this Contract for one additional year, commencing on February 15, 2014, and continuing to and including February 14, 2015;

WHEREAS, the County exercised its second option to extend the term of this Contract for one additional year, commencing on February 15, 2015, and continuing to and including February 14, 2016; and

NOW, THEREFORE, it is agreed between the parties that the Contract shall be amended as follows:

1. **This Amendment No. 3 shall commence and be effective on February 15, 2016.**

2. **SECTION 4.0 TERM OF CONTRACT, subsection 4.2, shall be deleted in its entirety and replaced with the following:**

"4.2 The County shall have the sole option to extend this Contract term for up to two additional one-year periods and six (6) month to month extensions, for a maximum total Contract term of five years and six months. Each such option and extension shall be exercised at the sole discretion of the CEO.

The County exercised its first option to extend the term of this Contract for one additional year, commencing on February 15, 2014, and continuing to and including February 14, 2015.

The County exercised its second option to extend the term of this Contract for one additional year, commencing on February 15, 2015, and continuing to and including February 14, 2016.

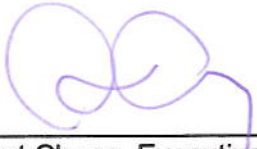
The County exercises its third option to extend the term of this Contract for a six-month period, commencing on February 15, 2016, and continuing to and including August 14, 2016.”

3. **Except as modified by this Amendment No. 3, all terms and conditions of the contract shall remain in full force and effect.**

IN WITNESS WHEREOF, Consultant has executed this Contract, or caused it be duly executed and the County of Los Angeles, by order of its Board of Supervisors has caused this Amendment No. 3 to be executed by the Chair of the Board and attested by the Executive Officer-Clerk of the Board of Supervisors thereof, the day and year first written above.

CONSULTANT: Gallagher Benefits Services, Inc.

COUNTY OF LOS ANGELES

By 
Norbert Chung, Executive Vice President

By 
Chair, Board of Supervisors


ATTEST:

PATRICK OGAWA
Acting Executive Officer
Board of Supervisors

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delivery of this document has been made.

PATRICK OGAWA
Acting Executive Officer
Clerk of the Board of Supervisors

By 
Deputy
JAN 19 2016

By 
Deputy
JAN 19 2016

APPROVED AS TO FORM:

MARY C. WICKHAM
County Counsel

By 
RICHARD D. BLOOM
Principal Deputy County Counsel



ADOPTED
BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

9

JAN 19 2016


PATRICK OGAWA
ACTING EXECUTIVE OFFICER

**CONTRACT BETWEEN
COUNTY OF LOS ANGELES
AND
HAY GROUP, INC.
FOR
COMPENSATION, EMPLOYEE BENEFITS
AND ACTUARIAL CONSULTING SERVICES
(Contract No. 77478)**

AMENDMENT NO. 3

WHEREAS, on February 15, 2011, the County of Los Angeles, hereinafter referred to as County, entered into a contract with Hay Group, Inc., hereinafter referred to as Consultant, for compensation, employee benefit administration, and actuarial services;

WHEREAS, Section 4.0, "Term of Contract" of the aforementioned contract, gives the County the option to extend this Contract term for up to two (2) additional one-year periods and six (6) month to month extensions beyond February 14, 2014, the expiration date of the initial term, at the sole discretion of the County Chief Executive Officer (CEO);

WHEREAS, the County exercised its first option to extend the term of this Contract for one additional year, commencing on February 15, 2014, and continuing to and including February 14, 2015;

WHEREAS, the County exercised its second option to extend the term of this Contract for one additional year, commencing on February 15, 2015, and continuing to and including February 14, 2016; and

NOW, THEREFORE, it is agreed between the parties that the Contract shall be amended as follows:

1. **This Amendment No. 3 shall commence and be effective on February 15, 2016.**
2. **SECTION 4.0 TERM OF CONTRACT, subsection 4.2, shall be deleted in its entirety and replaced with the following:**

"4.2 The County shall have the sole option to extend this Contract term for up to two additional one-year periods and six (6) month to month extensions, for a maximum total Contract term of five years and six months. Each such option and extension shall be exercised at the sole discretion of the CEO.

The County exercised its first option to extend the term of this Contract for one additional year, commencing on February 15, 2014, and continuing to and including February 14, 2015.

The County exercised its second option to extend the term of this Contract for one additional year, commencing on February 15, 2015, and continuing to and including February 14, 2016.

The County exercises its third option to extend the term of this Contract for a six-month period, commencing on February 15, 2016, and continuing to and including August 14, 2016.”

- 3. Except as modified by this Amendment No. 3, all terms and conditions of the contract shall remain in full force and effect.**

IN WITNESS WHEREOF, Consultant has executed this Contract, or caused it be duly executed and the County of Los Angeles, by order of its Board of Supervisors has caused this Amendment No. 3 to be executed by the Chair of the Board and attested by the Executive Officer-Clerk of the Board of Supervisors thereof, the day and year first written above.

CONSULTANT: Hay Group, Inc.

COUNTY OF LOS ANGELES

By 
Kurt Fichthorn, Vice-President

By 
Chair, Board of Supervisors


ATTEST:

PATRICK OGAWA
Acting Executive Officer
Board of Supervisors

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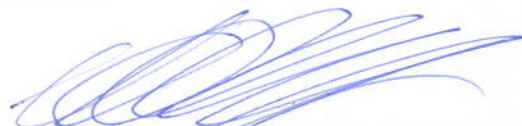
PATRICK OGAWA
Acting Executive Officer
Clerk of the Board of Supervisors

By 
Deputy
JAN 19 2016

By 
Deputy
JAN 19 2016

APPROVED AS TO FORM:

MARY C. WICKHAM
County Counsel

By 
RICHARD D. BLOOM
Principal Deputy County Counsel



ADOPTED
BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

9 JAN 19 2016


PATRICK OGAWA
ACTING EXECUTIVE OFFICER

77478
Supplement No. 1

**CONTRACT BETWEEN
COUNTY OF LOS ANGELES
AND
PINNACLE ACTUARIAL RESOURCES, INC.
FOR
COMPENSATION, EMPLOYEE BENEFITS
AND ACTUARIAL CONSULTING SERVICES
(Contract No. 77479)**

AMENDMENT NO. 3

WHEREAS, on February 15, 2011, the County of Los Angeles, hereinafter referred to as County, entered into a contract with Pinnacle Actuarial Resources, Inc., hereinafter referred to as Consultant, for compensation, employee benefit administration, and actuarial services;

WHEREAS, Section 4.0, "Term of Contract" of the aforementioned contract, gives the County the option to extend this Contract term for up to two (2) additional one-year periods and six (6) month to month extensions beyond February 14, 2014, the expiration date of the initial term, at the sole discretion of the County Chief Executive Officer (CEO);

WHEREAS, the County exercised its first option to extend the term of this Contract for one additional year, commencing on February 15, 2014, and continuing to and including February 14, 2015;

WHEREAS, the County exercised its second option to extend the term of this Contract for one additional year, commencing on February 15, 2015, and continuing to and including February 14, 2016; and

NOW, THEREFORE, it is agreed between the parties that the Contract shall be amended as follows:

1. This Amendment No. 3 shall commence and be effective on February 15, 2016.

2. SECTION 4.0 TERM OF CONTRACT, subsection 4.2, shall be deleted in its entirety and replaced with the following:

"4.2 The County shall have the sole option to extend this Contract term for up to two additional one-year periods and six (6) month to month extensions, for a maximum total Contract term of five years and six months. Each such option and extension shall be exercised at the sole discretion of the CEO.

The County exercised its first option to extend the term of this Contract for one additional year, commencing on February 15, 2014, and continuing to and including February 14, 2015.

The County exercised its second option to extend the term of this Contract for one additional year, commencing on February 15, 2015, and continuing to and including February 14, 2016.

The County exercises its third option to extend the term of this Contract for a six-month period, commencing on February 15, 2016, and continuing to and including August 14, 2016.”

- 3. Except as modified by this Amendment No. 3, all terms and conditions of the contract shall remain in full force and effect.**

IN WITNESS WHEREOF, Consultant has executed this Contract, or caused it be duly executed and the County of Los Angeles, by order of its Board of Supervisors has caused this Amendment No. 3 to be executed by the Chair of the Board and attested by the Executive Officer-Clerk of the Board of Supervisors thereof, the day and year first written above.

CONSULTANT: Pinnacle Actuarial Resources, Inc.

COUNTY OF LOS ANGELES

By Joseph A. Herbers
Joseph A. Herbers, Managing Principal

By Hilda F. Solis
Chair, Board of Supervisors

ATTEST:

PATRICK OGAWA
Acting Executive Officer
Board of Supervisors

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PATRICK OGAWA
Acting Executive Officer
Clerk of the Board of Supervisors

By Lachelle Smitherman
Deputy JAN 19 2016

By Lachelle Smitherman
Deputy JAN 19 2016

APPROVED AS TO FORM:

MARY C. WICKHAM
County Counsel

By Richard D. Bloom
RICHARD D. BLOOM
Principal Deputy County Counsel



ADOPTED
BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

9

JAN 19 2016

Patrick Ogawa
PATRICK OGAWA
ACTING EXECUTIVE OFFICER

**CONTRACT BETWEEN
COUNTY OF LOS ANGELES
AND
REWARD STRATEGY GROUP
FOR
COMPENSATION, EMPLOYEE BENEFITS
AND ACTUARIAL CONSULTING SERVICES
(Contract No. 77480)**

AMENDMENT NO. 3

WHEREAS, on February 15, 2011, the County of Los Angeles, hereinafter referred to as County, entered into a contract with Reward Strategy Group, hereinafter referred to as Consultant, for compensation, employee benefit administration, and actuarial services;

WHEREAS, Section 4.0, "Term of Contract" of the aforementioned contract, gives the County the option to extend this Contract term for up to two (2) additional one-year periods and six (6) month to month extensions beyond February 14, 2014, the expiration date of the initial term, at the sole discretion of the County Chief Executive Officer (CEO);

WHEREAS, the County exercised its first option to extend the term of this Contract for one additional year, commencing on February 15, 2014, and continuing to and including February 14, 2015;

WHEREAS, the County exercised its second option to extend the term of this Contract for one additional year, commencing on February 15, 2015, and continuing to and including February 14, 2016; and

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1. **This Amendment No. 3 shall commence and be effective on February 15, 2016.**

2. **SECTION 4.0 TERM OF CONTRACT, subsection 4.2, shall be deleted in its entirety and replaced with the following:**

"4.2 The County shall have the sole option to extend this Contract term for up to two additional one-year periods and six (6) month to month extensions, for a maximum total Contract term of five years and six months. Each such option and extension shall be exercised at the sole discretion of the CEO.

The County exercised its first option to extend the term of this Contract for one additional year, commencing on February 15, 2014, and continuing to and including February 14, 2015.

The County exercises its second option to extend the term of this Contract for one additional year, commencing on February 15, 2015, and continuing to and including February 14, 2016.

The County exercises its third option to extend the term of this Contract for a six-month period, commencing on February 15, 2016, and continuing to and including August 14, 2016.”

3. **Except as modified by this Amendment No. 3, all terms and conditions of the contract shall remain in full force and effect.**

IN WITNESS WHEREOF, Consultant has executed this Contract, or caused it be duly executed and the County of Los Angeles, by order of its Board of Supervisors has caused this Amendment No. 3 to be executed by the Chair of the Board and attested by the Executive Officer-Clerk of the Board of Supervisors thereof, the day and year first written above.

CONSULTANT: Reward Strategy Group

COUNTY OF LOS ANGELES

By Sandra M. Comrie
Sandra M. Comrie, Executive Director

By Hilda F. Solis
Chair, Board of Supervisors

ATTEST:

PATRICK OGAWA
Acting Executive Officer
Board of Supervisors

I hereby certify that pursuant to
Section 25103 of the Government Code,
delivery of this document has been made.

PATRICK OGAWA
Acting Executive Officer
Clerk of the Board of Supervisors

By Lachelle Smitheman
Deputy JAN 19 2016

By Lachelle Smitheman
Deputy JAN 19 2016

APPROVED AS TO FORM:

MARY C. WICKHAM
County Counsel

By Richard D. Bloom
RICHARD D. BLOOM
Principal Deputy County Counsel



ADOPTED
BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

9

JAN 19 2016

Patrick Ogawa
PATRICK OGAWA
ACTING EXECUTIVE OFFICER

**CONTRACT BETWEEN
COUNTY OF LOS ANGELES
AND
THE SEGAL COMPANY
FOR
COMPENSATION, EMPLOYEE BENEFITS
AND ACTUARIAL CONSULTING SERVICES
(Contract No. 77481)**

AMENDMENT NO. 3

WHEREAS, on February 15, 2011, the County of Los Angeles, hereinafter referred to as County, entered into a contract with The Segal Company, hereinafter referred to as Consultant, for compensation, employee benefit administration, and actuarial services;

WHEREAS, Section 4.0, "Term of Contract" of the aforementioned contract, gives the County the option to extend this Contract term for up to two (2) additional one-year periods and six (6) month to month extensions beyond February 14, 2014, the expiration date of the initial term, at the sole discretion of the County Chief Executive Officer (CEO);

WHEREAS, the County exercised its first option to extend the term of this Contract for one additional year, commencing on February 15, 2014, and continuing to and including February 14, 2015;

WHEREAS, the County exercised its second option to extend the term of this Contract for one additional year, commencing on February 15, 2015, and continuing to and including February 14, 2016; and

NOW, THEREFORE, it is agreed between the parties that the Contract shall be amended as follows:

1. **This Amendment No. 3 shall commence and be effective on February 15, 2016.**

2. **SECTION 4.0 TERM OF CONTRACT, subsection 4.2, shall be deleted in its entirety and replaced with the following:**

"4.2 The County shall have the sole option to extend this Contract term for up to two additional one-year periods and six (6) month to month extensions, for a maximum total Contract term of five years and six months. Each such option and extension shall be exercised at the sole discretion of the CEO.

The County exercised its first option to extend the term of this Contract for one additional year, commencing on February 15, 2014, and continuing to and including February 14, 2015.

The County exercised its second option to extend the term of this Contract for one additional year, commencing on February 15, 2015, and continuing to and including February 14, 2016.

The County exercises its third option to extend the term of this Contract for a six-month period, commencing on February 15, 2016, and continuing to and including August 14, 2016.”

3. **Except as modified by this Amendment No. 3, all terms and conditions of the contract shall remain in full force and effect.**

IN WITNESS WHEREOF, Consultant has executed this Contract, or caused it be duly executed and the County of Los Angeles, by order of its Board of Supervisors has caused this Amendment No. 3 to be executed by the Chair of the Board and attested by the Executive Officer-Clerk of the Board of Supervisors thereof, the day and year first written above.

CONSULTANT: The Segal Company

COUNTY OF LOS ANGELES

By 
Elliott R. Susseles, Senior Vice President

By 
Chair, Board of Supervisors

ATTEST:

PATRICK OGAWA
Acting Executive Officer
Board of Supervisors

I hereby certify that pursuant to
Section 25103 of the Government Code,
delivery of this document has been made.


PATRICK OGAWA
Acting Executive Officer
Clerk of the Board of Supervisors

By 
Deputy JAN 19 2016

By 
Deputy JAN 19 2016

APPROVED AS TO FORM:

MARY C. WICKHAM
County Counsel

By 
RICHARD D. BLOOM
Principal Deputy County Counsel



ADOPTED
BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

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JAN 19 2016


PATRICK OGAWA
ACTING EXECUTIVE OFFICER

**CONTRACT BETWEEN
COUNTY OF LOS ANGELES
AND
THE UNISOURCE GROUP, INC
FOR
COMPENSATION, EMPLOYEE BENEFITS
AND ACTUARIAL CONSULTING SERVICES
(Contract No. 77482)**

AMENDMENT NO. 3

WHEREAS, on February 15, 2011, the County of Los Angeles, hereinafter referred to as County, entered into a contract with The Unisource Group, Inc., hereinafter referred to as Consultant, for compensation, employee benefit administration, and actuarial services;

WHEREAS, Section 4.0, "Term of Contract" of the aforementioned contract, gives the County the option to extend this Contract term for up to two (2) additional one-year periods and six (6) month to month extensions beyond February 14, 2014, the expiration date of the initial term, at the sole discretion of the County Chief Executive Officer (CEO);

WHEREAS, the County exercised its first option to extend the term of this Contract for one additional year, commencing on February 15, 2014, and continuing to and including February 14, 2015;

WHEREAS, the County exercised its second option to extend the term of this Contract for one additional year, commencing on February 15, 2015, and continuing to and including February 14, 2016; and

NOW, THEREFORE, it is agreed between the parties that the Contract shall be amended as follows:

1. **This Amendment No. 3 shall commence and be effective on February 15, 2016.**

2. **SECTION 4.0 TERM OF CONTRACT, subsection 4.2, shall be deleted in its entirety and replaced with the following:**

"4.2 The County shall have the sole option to extend this Contract term for up to two additional one-year periods and six (6) month to month extensions, for a maximum total Contract term of five years and six months. Each such option and extension shall be exercised at the sole discretion of the CEO.

The County exercised its first option to extend the term of this Contract for one additional year, commencing on February 15, 2014, and continuing to and including February 14, 2015.

The County exercised its second option to extend the term of this Contract for one additional year, commencing on February 15, 2015, and continuing to and including February 14, 2016.

The County exercises its third option to extend the term of this Contract for a six-month period, commencing on February 15, 2016, and continuing to and including August 14, 2016.”

- 3. Except as modified by this Amendment No. 3, all terms and conditions of the contract shall remain in full force and effect.**

IN WITNESS WHEREOF, Consultant has executed this Contract, or caused it be duly executed and the County of Los Angeles, by order of its Board of Supervisors has caused this Amendment No. 3 to be executed by the Chair of the Board and attested by the Executive Officer-Clerk of the Board of Supervisors thereof, the day and year first written above.

CONSULTANT: The Unisource Group, Inc.

COUNTY OF LOS ANGELES

By Monica Holt
Monica Holt, President

By Hilda F. Solis
Chair, Board of Supervisors

ATTEST:

PATRICK OGAWA
Acting Executive Officer
Board of Supervisors

I hereby certify that pursuant to
Section 25103 of the Government Code,
delivery of this document has been made.

PATRICK OGAWA
Acting Executive Officer
Clerk of the Board of Supervisors

By Lachelle Smitherman
Deputy JAN 19 2016

By Lachelle Smitherman
Deputy JAN 19 2016

APPROVED AS TO FORM:

MARY C. WICKHAM
County Counsel

By Richard D. Bloom
RICHARD D. BLOOM
Principal Deputy County Counsel



ADOPTED
BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

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JAN 19 2016

Patrick Ogawa
PATRICK OGAWA
ACTING EXECUTIVE OFFICER